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ABSTRACT

This survey includes tabulations of median and beginning professional salaries for the year for budgeted positions in all Association of Research Libraries (ARL) member libraries and supplementary tables listing average salaries for filled positions in ARL's academic libraries, displayed by position, sex, minority group membership, and geographic location, size, and type of institution. Year end figures show a 28 percent increase in purchasing power during the year, indicating that librarians did little more than break even. Although there are almost twice as many women as men employed by ARL member libraries in professional positions, the imbalances in the distribution of staff by sex and position favor men at top administrative levels and women as department heads. Average salaries for men are higher than for women in the majority of categories, including minority librarians. Public institutions pay higher salaries than private institutions and, with a few exceptions, bigger libraries pay more. Generally, librarians in the Pacific region earn most, while those in the East South Central region earn least. Footnotes are included. (CWM)

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ARL

Annual Salary Survey 1977-1978

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Association of Research Libraries 1527 New Hampshire Avenue, N.W., Washington, D.C. 20036 November 1978

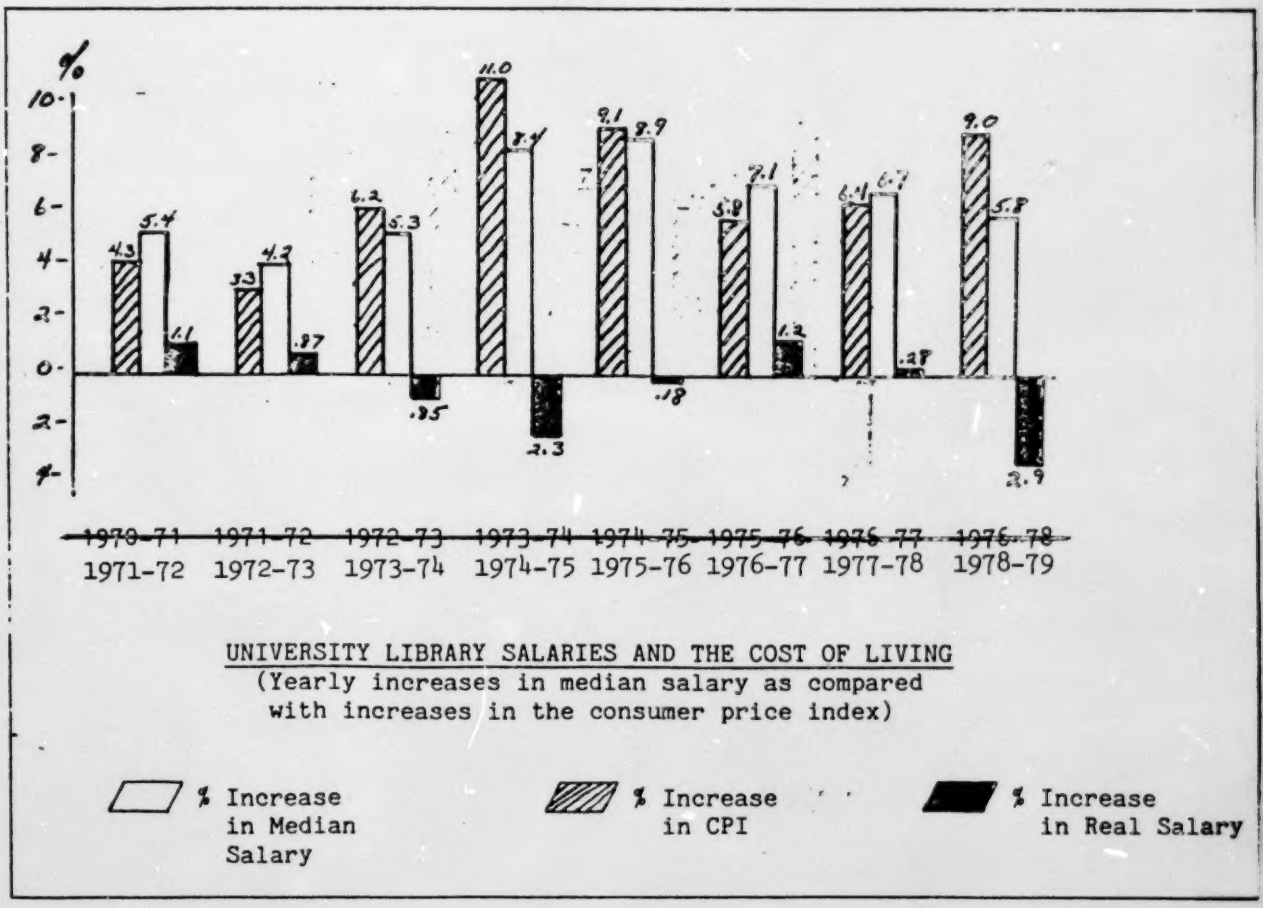
TABLE OF CONTENTS

	Page
I. INTRODUCTION	3
II. EXPLANATORY NOTES	7
III. PERSONNEL DISTRIBUTION BY SALARY LEVEL	9
IV. ANALYSIS OF SALARIES IN ARL UNIVERSITY LIBRARIES	10
V. AVERAGE, MEDIAN AND BEGINNING PROFESSIONAL SALARIES	
ARL University Libraries	11
ARL Non-university Libraries	15
VI. RANK ORDER TABLES FOR UNIVERSITY LIBRARIES	
Summary of Rankings, 1974-78	16
Beginning Professional Salaries	18
Median Professional Salaries	20
VII. SUPPLEMENTARY TABLES	
Table 1: Number and Average Salaries of All ARL Academic Librarians	24
Table 2: Number and Average Salaries of ARL Minority Librarians	25
Table 3: Distribution of Professional Staff by Salary and Position	26
Table 4: Distribution of Professional Staff by Sex and Position	27
Table 5: Average ARL Salaries by Type of Institution	28
Table 6: Average ARL Salaries by Size of Staff	28
Table 7: Average ARL Salaries by Region	29
VII. FOOTNOTES	31

ARL ANNUAL SALARY SURVEY 1977-78

E R R A T A

The years noted on the chart on page 3 are incorrect. The computations are based on data for 1971-72 through 1978-79 as shown below.



UNIVERSITY LIBRARY SALARIES AND THE COST OF LIVING
(Yearly increases in median salary as compared with increases in the consumer price index)

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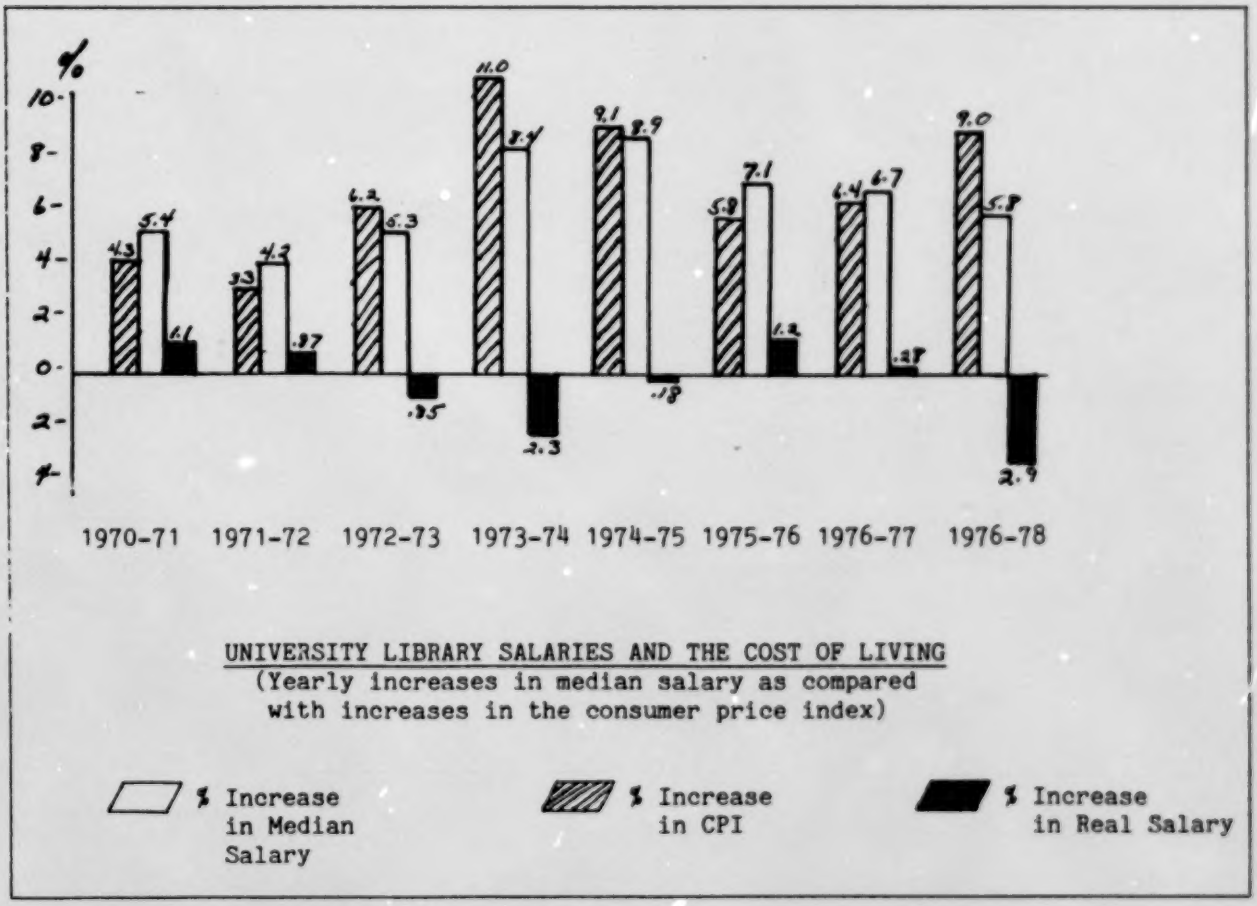
INTRODUCTION

The ARL Salary Survey includes tabulations of median and beginning professional salaries for budgeted positions in all ARL libraries, and for the second consecutive year supplementary tables listing average salaries for filled positions in ARL's academic libraries. The supplementary tables display information on average salaries by position, sex, minority group membership, and geographical location, size, and type of institution. In addition, the over-all average salary for filled positions for each academic institution is shown on the tables on pages 11-14.

Although the salary figures last year projected that ARL professional librarians would experience a 2.3% decline in purchasing power during 1977-78, the year end figures show a .28% increase, indicating that librarians did little more than break even in terms of real purchasing power. Even this modest improvement may not last; the 1978-79 projections indicate that ARL university librarians will experience an unprecedented 2.9% decline in purchasing power (see figure below).



UNIVERSITY LIBRARY SALARIES AND THE COST OF LIVING
(Yearly increases in median salary as compared with increases in the consumer price index)

% Increase in Median Salary

% Increase in CPI

% Increase in Real Salary

*Note that thoughout this report 1969-70 is used as the base year in computing indices.

The data displayed in the supplementary tables beginning on page 24 show the staffing and compensation levels for 91 of ARL's 94 academic libraries*, analyzed by sex and position. The data make possible many kinds of analysis. For example:

1. Table 1 shows that, of the 6,034 professional staff members employed in the 91 libraries, 62% (3,719) are women and 38% (2,315) are men.

2. There are a number of imbalances in the distribution of staff by sex and position, particularly at the top administrative levels (Directors, Associate Directors, Assistant Directors, and Heads of Law and Medical Libraries). Men occupy 71% of these positions, while women hold only 29%. Conversely, there is a disproportionate number of female department heads, particularly in Reference (73%), Cataloging (76%), and Serials (73%). The table below shows the percentage distribution for each position.

POSITION	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
WOMEN	10	21	35	40	62	51	43	73	76	52	73	64	52	34	61	71	72	71	70
MEN	90	79	65	60	38	49	57	27	24	48	27	36	48	66	39	29	28	29	30

3. As shown in Table 1, the average salary for men is higher than that for women in 15 of the 19 categories (Heads of Cataloging, Serials, Documents, and Circulation Departments are the only exceptions).

It should be noted that for most categories we have not attempted to correlate salary levels with the number of years' experience employees have had on their jobs. The importance of these variables thus remains somewhat unclear. However, the categories under "Other Professionals" have been analyzed by years of experience and do provide a basis for comparing salaries based on these factors:

4. When the experience factor is taken into account, men in the "Other Professional" categories earn an average of 3.75% more than women (See Table 1, categories 16-19). The "Other Professional" figures also suggest that women are much more likely than men to remain in non-administrative postions over an extended period of time (i.e., 71% versus 29% for categories 16-19, as shown in the table under 2. above).

5. The 84 U.S. academic libraries which reported figures on minorities indicated that, among minority employees, men earn higher average salaries in 10 of the 17 categories in which both minority men and women are employed. (See Table 2).

The 27 minority librarians in top administrative positions (categories 1-4) earn an average of $30,099, slightly more than the 436 non-minority librarians in these categories, who earn an average of $29,266. In eight of the remaining 15 categories, minority librarians earn higher average salaries than do all librarians combined (See Tables 1 and 2). Caution should be exercised in drawing comparisons and inferences here, since the number of minority staff in each category is small compared to the total number.

*Salary information for Chicago, Harvard, and Illinois is not included in the supplementary tables.

We have not published separate tables with information on salaries of minority librarians by institution type, size, or geographical location because, again, the number of individuals involved is small.

6. In every position except Director, Assistant Director, Heads of Medical and Law Libraries, and Branch Heads, librarians in public institutions earn higher average salaries than librarians in private institutions. (See Table 5).

7. With a few exceptions, bigger libraries (as measured by size of staff) pay more (See Table 6).

8. Generally speaking, librarians in the Pacific region earn the most, while librarians in the East South Central region earn the least. The average salary for positions 5-19 combined is highest in the Pacific region, and then descends in the following order: Middle Atlantic, Mountain, East North Central, West North Central, Northeast, South Atlantic, West South Central and, finally, the East South Central region. (See Table 7).

The observations above are made primarily to indicate some of the kinds of analysis possible using the data compiled for the ARL salary survey. Since the collection and display of the data involve a series of compromises which affect the data, a number of special comments are in order here.

First, not all of the data were gathered at the same time, because different institutions operate on different fiscal years. Consequently, some institutions may have raised salaries since the data were collected.

Second, the data record salaries only. They do not include other compensation which may more than offset the differences in salaries between two institutions. It seems obviously desirable to expand the data base to include fringe benefits, but the practical difficulties are great. The range of definitions of fringe benefits effectively prevents the collection of consistent and reliable data. If readers desire to make direct comparisons between two or more institutions, they may consult the survey of the American Association of University Professors to obtain some idea of fringe benefits. This method is not foolproof either, but AAUP has been able to check its data more fully than ARL.

Third, the position categories chosen are admittedly arbitrary. They are an effort to capture what "most" libraries do, though this inevitably compels some reporting institutions with different position assignments to force their data into the survey pattern. This produces some distortions which are impossible to measure, e.g. it may inflate the "Other Professional" category and deflate the "Department Head" categories.

Fourth, the information for minorities is not as precise as one might wish. The definition called for in the questionnaire is the same as that used by the Equal Employment Opportunity Commission, but no attempt has been made to isolate particular minorities. The numbers are so small that this would tend to permit the identification of individuals, and, under our rules of procedure, the data would then have to be suppressed.

Despite all of these limitations, the data displayed here constitute the best information on ARL salaries currently available. Ultimately the test of worth for an effort such as this is utility over time. We plan to assess the extent to which the benefits derived from this extra effort are worth the resources spent collecting and processing the data.

Finally, for their assistance and advice in the preparation of this survey, a special note of appreciation is due to the library staff of the University of Massachusetts, Amherst and particularly Richard J. Talbot, Director.

Suzanne O. Frankie
November 8, 1978

EXPLANATORY NOTES FOR PART I OF THE SURVEY (Pages 9-21)

1. This survey reports professional salaries for the fiscal year 1977-78, as well as for the new fiscal year. For most libraries this means the survey covers budgeted positions for the period July 1, 1977 through June 30, 1978, and July 1, 1978 through June 30, 1979.

2. Salaries are reported for all professional positions, whether filled or unfilled.

3. The survey is concerned with the salaries for professional positions only. Since the criteria for determining professional status vary among libraries, there is no attempt to define the term "professional." Each library reports the salaries of those staff members it considers professionals, including, when appropriate, staff who are not librarians in the strict sense of the term, such as computer experts, systems analysts, budget officers, etc.

4. Salaries are reported for full-time positions only and on a 12-month basis. If, for example, an appointment is for 10 months, the annual payment reported is calculated by adding the salary for 2 months to that paid for the 10-month period.

5. The salaries for all professional positions are included, regardless of whether the salaries come from the regular library budget or from special funds such as research grants.

6. The salary figures are straight gross salary figures. Fringe benefits are not included.

7. The "beginning professional salary" is that salary which is the lowest on the professional salary schedule, not the lowest salary paid.

8. The median salaries for the total number of positions in both university and nonuniversity libraries are approximations. Exact medians are not indicated because individual salaries are not reported, only salary ranges.

9. Explanatory footnotes to the reported figures are provided when necessary.

EXPLANATORY NOTES FOR PART II OF THE SURVEY (Pages 24-29)

1. This part of the survey is concerned only with salaries for positions filled at the beginning of the fiscal year 1977-78.

2. Explanatory notes 3-6 for Part I of this survey apply here also.

3. Position Titles. The position categories used in this part of the survey are intended to correspond roughly with the activities carried on in libraries, not with any particular patterns of staff organization or nomenclature. We recognize the problems created by using this or any other position classification scheme.

c. Associate and Assistant Directors. These functions are primarily administrative and they generally assist in formulating library policy; some have, in addition, other more technical responsibilities. If an Associate or Assistant Director is also a department head, include him/her with higher salaried group.

b. Head Librarians of Branch and Special Libraries. These are divided into two separate categories: a) Law and Medicine only; b) Others, e.g., Agriculture, Business, Science, etc.

c. Specialists. There are two kinds: subject specialists, who most commonly help build collections and offer specialized reference and bibliographic services; and functional specialists, who are media specialists or who are experts in management fields such as personnel, fiscal matters, systems, etc. These latter may not be strictly speaking, professional librarians (i.e., have the MLS).

d. Department Heads. Department heads not specifically included elsewhere should be added under the category "Other."

e. Other Professional Library Staff Members. These are librarians without administrative responsibility. Experience is defined as full-time experience as a professional.

6. Minorities. Included here are Equal Employment Opportunity Commission's EEO-6 categories: Black, Hispanic, Asian or Pacific Islanders, and American Indian or Alaskan native. (See Federal Register, vol. 40, no. 114 - Thursday, June 12, 1975). Salaries for minorities are included in all tables.

[illegible] DISTRIBUTION BY SALARY LEVEL

Figures in columns headed by dollar sign indicate number of budgeted professional staff by salary level shown in left hand column.

Figures in columns headed by % show the percent of budgeted positions with salaries equal to or above first figure shown in the salary range column (e.g., in 1977 23% of the university librarians earned $25,000 or more).

%	Salary Ranges	University Libraries				Non-University Libraries			
		1977	%	1972	%	1977	%	1972*	%
	$37,000 or more	1		1		11	1	n/a	n/a
	$32,000 - $32,999	2		2		4			
	$31,000 - $31,999	3		3		10	2		
	$30,000 - $30,999	3		3		3			
	$29,000 - $29,999	1		3		21			
	$28,000 - $28,999	3		3		10	2		
	$27,000 - $27,999	5		4		27	5		
	$26,000 - $26,999	5		4		10			
	$25,000 - $25,999	5		14		21	5		
	$24,000 - $24,999	13	1	15	1	27			
	$23,000 - $23,999	13		15		23	4		
1	$22,000 - $22,999	23		23		34	8		
	$21,000 - $21,999	13		23	2	36	9		
	$20,000 - $20,999	15	2	23		25			
	$19,000 - $19,999	11		24		32	5		
	$18,000 - $18,999	20		25	3	37	10		
	$17,000 - $17,999	27	5	31		45	11		
	$16,000 - $16,999	39		35	4	46	12		
	$15,000 - $15,999	41	6	38	5	53	15		
	$14,000 - $14,999	36		35		31	10		
2	$13,000 - $13,999	33	5	41	7	31	14		
	$12,000 - $12,999	37	6	1[illegible]	8	1[illegible]	21		
	$11,000 - $11,999	39	8	1[illegible]	10	37	23		
	$10,000 - $10,999	1[illegible]	10	1[illegible]	13	1[illegible]	27		
	$9,000 - $9,999	1[illegible]	12	1[illegible]	12	1[illegible]	28		
3	$8,000 - $8,999	1[illegible]	16	2[illegible]	19	1[illegible]	32		
	$7,000 - $7,999	2[illegible]	19	2[illegible]	26	2[illegible]	39		
	$6,000 - $6,999	2[illegible]	23	2[illegible]	28	2[illegible]	41		
	$5,000 - $5,999	2[illegible]	24	3[illegible]	29	1[illegible]	42		
	$4,000 - $4,999	3[illegible]	28	3[illegible]	31	3[illegible]	44		
4	$3,000 - $3,999	3[illegible]	31	3[illegible]	32	3[illegible]	48		
	$2,000 - $2,999	3[illegible]	33	4[illegible]	38	2[illegible]	52		
	$1,000 - $1,999	3[illegible]	43	7[illegible]	43	3[illegible]	73		
	$0 - $999	7[illegible]	71	6[illegible]	79	2[illegible]	78		
	$0 - $999	6[illegible]	81	9[illegible]	87	2[illegible]	81		
5	$0 - $999	6[illegible]	93	9[illegible]	95	5[illegible]	95		
	$0 - $999	9[illegible]	95	2[illegible]	98	2[illegible]	95		
	$0 - $999	1[illegible]	99	7[illegible]		2[illegible]			
	$0 - $999	23		6		6			
6	$0 - $999	1	100	1	100	1	100		
	Total Positions	6,[illegible]		6,[illegible]		6,[illegible]			
	Median Salary	$12,[illegible]		$10,[illegible]		10,[illegible]			

*Inadequate data received for 1972.

ANALYSIS OF SALARIES - ST. PATRICK'S CATHEDRAL

The charts and graph here annexed (also under reference exhibit Figures five) the past 5 years and compare these salaries to the consumer price indices (CPI) which also have been converted using 1969-70 as the base year.

Year	No. of Lines	Staff	Median Salary	Median CPI	Median Sal. Index	CPI Index	Consumer Price Index
1970-71	61	6,718	$10,000	$11,000	119.3	103.3	100.1[1]
1971-72[2]	59	6,859	10,000	11,000	104.8	140.7	100.2
1972-73	62	6,977	10,000	14,000	109.8	104.8	100.3
1973-74	59	6,920	14,000	15,000	144.3	133.3	140.8
1974-75	60	6,913	15,850	6,357	134.3	105.1	134.3
1975-76	61	6,100	11,850	8,864	105.8	111.3	121.8
1976-77	61	6,000	11,850	8,000	116.8	113.3	116.1
1977-78	58	5,758	10,864	8,000	111.3	106.3	116.3
1978-71	58	5,704	14,850	8,000	105.7	104.7	105.8

[1] As of August 1978

[2] Figures revised from 1975-77 Survey

AVERAGE, MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN ARL LIBRARIES

UNIVERSITY LIBRARIES

INSTITUTION	AVERAGE SALARIES	MEDIAN SALARIES		BEGINNING SALARIES	
	1977-78	1977-78	1978-79	1977-78	1978-79
Alabama (• C L M)	$ 14,751	$ 13,500	$ 14,500	$ 10,000	$ 10,000
Alberta (• C L M)	21,624	20,046	22,480	13,635	14,333
Arizona (C)	16,057	14,935	16,226	11,000	11,400
Arizona State (C)	16,509	15,351	16,263	10,300	12,400
Boston (L M)	14,835	13,525	14,100	10,000	10,000
Brigham Young (• C)	16,091	14,600	16,050	10,500	11,000
British Columbia (• C L M)	23,454	22,899	24,606	14,500	16,500
Brown (• C M)	15,523	13,900	14,980	11,100	11,800
Calif., Berkeley (• C)	21,413	21,276	21,276	12,924	12,924
Calif., Davis (C M)	21,319	21,276	22,788	12,924	12,924
Calif., Los Angeles (C L M)	20,471	21,276	21,276	13,536	13,536
Calif., San Diego (C M)	20,802	19,872	19,872	12,924	12,924
Calif., Santa Barbara (C)	21,389	21,276	21,276	12,924	12,924
Case Western Reserve (C L M)	16,186	14,600	15,299	10,500	10,500
Chicago	N/A	14,325	15,679	10,500	11,700
Cincinnati	16,301	15,280	16,344	11,000	11,000
Colorado (C L)	14,445	16,615	18,330	12,000	12,000
Colorado State	18,844	17,300	18,200	11,200	12,400
Columbia (• C L M)	17,825	16,850	17,750	11,000	11,500
Connecticut (L M)	16,259	16,327	16,278	11,000	11,000
Cornell (• C L)	16,671	15,698	16,575	10,000	10,500
Dartmouth (C M)	16,450	15,745	16,625	10,100	10,100
Duke (C L M)	16,803	15,100	15,880	10,500	11,000

• - See Footnotes
• - Excludes salary of Head Librarian
C - Includes salaries for main campus only/Library has only one campus
L - Includes Law Library salaries
M - Includes Medical Library salaries
N/A - Figures not available

AVERAGE, MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN ARL LIBRARIES

UNIVERSITY LIBRARIES

INSTITUTION	AVERAGE SALARIES	MEDIAN SALARIES		BEGINNING SALARIES	
	1977-78	1977-78	1978-79	1977-78	1778-79
Emory (L)	$ 14,988	$ 13,500	$ 14,650	$ 9,750	$ 10,300
Florida (C L M)	14,651	13,000	14,200	9,300	9,600
Florida State (C L)	14,641	13,836	14,411	10,000	10,000
Georgetown (* L M)	17,037	15,864	16,500	10,500	10,500
Georgia (* C L)	15,619	14,400	15,000	10,920	12,000
Harvard (C L M)	N/A	15,546	16,529	11,150	11,900
Hawaii (* C M)	18,905	17,664	18,300	12,624	12,624
Houston (L)	17,013	15,300	15,300	10,800	11,200
Howard (* L M)	21,180	19,051	19,051	14,802	14,802
Illinois (* C L)	N/A	14,894	16,900	10,320	11,060
Indiana (+ L M)	15,485	14,500	15,500	10,500	11,000
Iowa (C L M)	17,065	15,050	16,150	11,500	12,000
Iowa State (C)	17,181	15,791	16,700	11,000	11,200
Johns Hopkins (* C)	17,915	16,039	17,270	10,810	11,200
Joint University (C L M)	13,901	12,000	14,200	9,250	10,200
Kansas (L M)	15,879	14,200	14,980	10,500	10,500
Kent State (C)	18,254	17,722	19,395	12,222	12,833
Kentucky (C L)	14,144	13,688	16,000	9,500	11,000
Lousiana State (* C L M)	16,022	14,766	16,129	9,000	10,000
McGill (L M)	22,322	21,318	22,909	14,000	14,840
McMaster (C)	19,049	17,479	18,828	12,000	12,360
Maryland (* C)	17,742	15,463	16,184	10,500	10,500
Massachusetts (C)	16,628	15,512	17,158	10,700	11,200
Mass. Inst. of Tech. (C)	17,268	16,000	17,100	11,000	11,500

* - See Footnotes
+ - Excludes salary of Head Librarian
C - Includes salaries for main campus only/Library has only one campus
L - Includes Law Library salaries
M - Includes Medical Library salaries
N/A - Figures not available

AVERAGE, MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN ARL LIBRARIES

UNIVERSITY LIBRARIES

INSTITUTION	AVERAGE SALARIES	MEDIAN SALARIES		BEGINNING SALARIES	
	1977-78	1977-78	1978-79	1977-78	1978-79
Miami (+ L M)	$ 16,208	$ 15,500	$ 16,275	$ 10,000	$ 10,500
Michigan (* + C M)	16,577	16,020	16,620	11,100	11,808
Michigan State (C)	16,962	15,100	15,725	11,250	11,600
Minnesota (C)	18,416	17,075	18,271	13,104	14,100
Missouri (* C L M)	16,218	15,075	16,901	11,000	11,500
Nebraska (C L)	15,599	13,999	14,900	11,000	11,500
New York (L M)	19,078	17,325	18,200	13,000	13,000
North Carolina (C)	15,667	14,000	14,600	10,500	10,800
Northwestern (* L M)	16,369	14,950	15,840	11,200	11,500
Notre Dame (C)	16,647	14,100	14,796	11,200	12,096
Ohio State (* L M)	17,361	16,440	17,400	10,440	11,400
Oklahoma (C)	15,938	12,482	13,340	9,500	9,500
Oklahoma State (C)	15,492	14,220	14,856	9,600	9,600
Oregon (C L)	17,850	16,684	17,108	12,680	13,846
Pennsylvania (C L M)	17,853	16,500	17,350	12,000	12,600
Pennsylvania State (+ M)	18,482	17,952	18,984	11,376	12,000
Pittsburgh (+ L M)	15,232	14,634	15,888	10,400	11,700
Princeton	17,329	15,600	16,500	11,000	11,500
Purdue (* C)	17,502	15,400	16,700	10,500	12,000
Queen's (* C L M)	18,988	16,800	18,100	11,900	12,200
Rice (C)	15,343	15,200	15,500	8,400	10,000
Rochester (* M)	16,060	14,100	15,000	10,500	10,500
Rutgers (+ L)	20,368	18,000	20,000	12,530	13,157

* - See Footnotes
\+ - Excludes salary of Head Librarian
C - Includes salaries for main campus only/Library has only one campus
L - Includes Law Library salaries
M - Includes Medical Library salaries
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AVERAGE, MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN ARL LIBRARIES

UNIVERSITY LIBRARIES

INSTITUTION	AVERAGE SALARIES	MEDIAN SALARIES		BEGINNING SALARIES	
	1977-78	1977-78	1978-79	1977-78	1978-79
South Carolina (C)	$ 14,660	$ 13,537	$ 15,345	$ 10,800	$ 12,000
Southern California (* C)	16,478	14,778	16,321	9,000	9,000
Southern Illinois (* L M)	17,513	16,104	17,172	10,500	11,800
Stanford (+ C L M)	19,722	17,500	18,288	12,000	13,000
SUNY- Albany (*)	15,624	14,990	15,922	10,800	11,200
SUNY - Buffalo (* L M)	14,680	14,580	15,477	10,550	11,000
SUNY - Stony Brook (C)	17,101	15,000	15,000	11,000	11,000
Syracuse (* C L)	14,741	12,951	13,534	9,800	10,287
Temple (*)	17,214	15,995	16,864	9,500	11,000
Tennessee (C L)	16,396	14,400	14,820	11,000	11,500
Texas (* C)	16,009	15,008	15,679	11,743	12,000
Texas A & M (* C M)	16,205	15,000	15,000	9,870	10,300
Toronto (* C M)	20,277	18,931	20,120	12,200	12,700
Tulane (* + L M)	15,331	12,043	13,480	9,500	10,200
Utah (C)	16,163	14,100	15,345	10,000	11,000
Virginia (* C L M)	15,400	13,800	14,800	10,080	11,040
Virginia Polytechnic (* C)	16,057	14,800	15,800	11,500	12,000
Washington (C L M)	16,607	15,228	15,996	11,004	11,500
Washington State (C)	16,873	15,710	16,235	12,000	12,000
Washington Univ., Mo. (C L M)	15,183	14,200	14,800	10,000	10,000
Wayne State (* C L M)	18,370	16,874	17,560	11,200	11,760
Western Ontario (+ C L M)	17,274	15,783	17,335	11,530	12,220
Wisconsin (C L M)	16,745	14,500	15,800	12,375	13,150
Yale (* C L M)	N/A	15,700	16,700	11,350	11,700

* - See Footnotes
\+ - Excludes Salary of Head Librarian
C - Includes salaries for main campus only/Library has only one campus
L - Includes Law Library Salaries
M - Includes Medical Library salaries
N/A - Figures not available

MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN ARL LIBRARIES

NON-UNIVERSITY LIBRARIES

INSTITUTION	MEDIAN SALARIES		BEGINNING SALARIES	
	1977-78	1978-79	1977-78	1978-79
Boston Public Library (*)	$ 21,999	$ 21,999	$ 8,811	$ 8,881
Center for Research Libraries	15,000	15,500	11,000	11,000
John Crerar Library (*)	15,480	N/A	10,800	N/A
Library of Congress	18,000	N/A	12,336	N/A
Linda Hall Library	13,200	13,900	10,000	10,000
National Agricultural Library (* L)	22,000	22,250	9,959	9,959
National Library of Canada	23,000	23,000	13,127	13,127
National Library of Medicine (*)	20,000	21,000	12,336	12,336
New York Public Library	16,699	N/A	10,825	N/A
New York State Library (L M)	15,000	16,000	10,700	11,250
Smithsonian Institution (*)	24,070	24,070	12,336	12,336

* - See Footnotes
N/A - Not Available
L - Includes Law Library Salaries
M - Includes Medical Library Salaries

ANALYSIS OF SALARIES - NON-UNIVERSITY LIBRARIES[1]

Year	Total Positions	Median Salary	Median BPS	Median Sal. Index[2]	BPS Index[2]	Consumer Price Index
1977-78[3]	4,738	18,420	10,825	163.0	142.4	165.3
1976-77	4,335	17,000	11,220	150.4	147.6	155.3
1975-76	4,341	16,500	10,714	146.0	141.0	146.8
1974-75	4,345	15,100	10,000	133.6	131.6	134.5
1973-74	4,089	14,400	9,969	127.4	131.2	121.2
1972-73	3,663	13,800	9,053	122.1	119.1	114.1
1971-72	3,682	13,200	8,817	116.8	116.0	110.5
1970-71	3,626	12,300	8,398	108.8	110.5	105.9

[1] 1978-79 data not available
[2] 1969-70 base year
[3] Figures revised from 1976-77 survey

MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN UNIVERSITY LIBRARIES

Summary of Rankings, 1974-78

INSTITUTION	MEDIAN SALARIES					BEGINNING PROFESSIONAL SALARIES				
	1974	1975	1976	1977*	1978	1974	1975	1976	1977*	1978
Alabama	78	91	88	88	87	2	80	79	75	85
Alberta	9	7	5	7	4	8	2	4	4	4
Arizona	38	59	45	59	48	46	59	50	38	52
Arizona State	54	70	36	46	45	51	59	50	71	20
Boston	85	84	85	86	91	61	78	73	75	85
Brigham Young	75	63	75	66	53	60	63	79	57	61
British Columbia	5	1	1	1	1	10	1	2	2	1
Brown	79	88	92	82	74	70	63	56	36	36
Calif., Berkeley	1	2	2	3	5	22	4	6	8	12
Calif., Davis	2	2	2	3	3	22	4	6	8	12
Calif., Los Angeles	3	5	5	3	5	22	4	6	5	7
Calif., San Diego	11	5	8	8	10	22	4	6	8	12
Calif., Santa Barbara	6	4	4	3	5	22	4	6	8	12
Case Western Reserve	49	72	61	66	72	61	63	38	57	72
Chicago	46	53	49	73	64	30	26	38	57	40
Cincinnati	31	45	45	47	43	10	43	38	38	61
Colorado	25	16	18	24	15	61	80	12	18	26
Colorado State	10	9	15	18	19	33	32	22	31	20
Columbia	21	26	24	20	22	33	43	56	38	44
Connecticut	22	43	47	26	45	29	40	50	38	61
Cornell	34	50	52	37	39	51	57	73	75	72
Dartmouth	42	41	39	36	37	74	73	70	73	84
Duke	66	66	52	51	58	46	63	59	57	61
Emory	83	89	86	88	85	74	74	59	84	79
Florida	75	89	82	90	89	46	74	85	91	91
Florida State	80	84	81	83	88	61	80	85	75	85
Georgetown	44	45	47	33	41	10	43	59	57	72
Georgia	54	68	75	71	74	10	19	30	50	26
Harvard	26	34	37	41	40	30	41	38	35	35
Hawaii	**	13	12	14	16	**	9	3	13	18
Houston	41	31	31	47	72	10	21	33	51	54
Howard	4	9	10	9	12	2	3	1	1	3
Illinois	53	50	66	61	54	9	56	67	71	59
Indiana	54	61	61	69	66	74	63	59	57	61
Iowa	65	57	54	54	51	28	26	23	26	26
Iowa State	36	31	27	34	34	35	34	49	38	54
Johns Hopkins	54	40	29	29	27	36	26	56	51	54
Joint University	84	93	93	94	89	85	88	92	92	82
Kansas	68	50	64	74	74	74	90	59	57	72
Kent State	26	57	44	13	11	7	13	23	16	16
Kentucky	72	73	86	85	54	61	80	89	86	61
Louisiana State	53	63	68	63	51	44	80	89	93	85
McGill	48	12	9	2	2	82	18	11	3	2
McMaster	**	22	19	15	14	**	13	15	18	22
Maryland	34	42	42	44	50	58	43	55	57	72
Massachusetts	8	17	40	42	28	51	78	87	55	54
MIT	70	38	28	31	30	51	41	38	38	44

* - Revised based on figures reported 6/78

** - Institution not an ARL member during this period

MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN UNIVERSITY LIBRARIES

Summary of Rankings, 1974-78

INSTITUTION	MEDIAN SALARIES					BEGINNING PROFESSIONAL SALARIES				
	1974	1975	1976	1977*	1978	1974	1975	1976	1977*	1978
Miami	**	45	32	42	45	**	43	59	75	72
Michigan	20	21	29	29	27	10	38	33	36	36
Michigan State	37	45	58	51	63	10	22	23	30	43
Minnesota	21	19	21	19	16	9	11	16	6	5
Missouri	81	87	89	53	32	74	80	94	38	44
Nebraska	59	71	67	80	79	70	63	38	38	44
New York	14	15	16	17	19	5	13	12	7	10
North Carolina	61	77	75	80	86	46	63	59	57	71
Northwestern	51	62	72	59	60	46	57	70	31	44
Notre Dame	52	80	79	77	81	74	43	38	31	25
Ohio State	42	28	26	26	24	86	87	69	69	52
Oklahoma	87	92	89	92	94	74	74	79	86	93
Oklahoma State	62	73	68	74	80	91	92	75	85	91
Oregon	29	34	12	23	30	45	23	5	12	6
Pennsylvania	30	22	22	25	25	10	13	18	18	18
Pennsylvania State	7	8	11	12	13	4	23	23	28	26
Pittsburgh	54	75	61	65	58	86	84	87	70	40
Princeton	68	66	57	40	41	51	43	38	38	44
Purdue	11	27	42	45	34	61	63	70	57	26
Queen's	**	34	23	22	21	**	34	18	23	23
Rice	72	65	58	50	66	70	74	75	84	85
Rochester	67	80	80	77	66	5	26	38	57	72
Rutgers	14	19	14	11	9	1	11	14	14	8
South Carolina	64	76	84	86	70	10	43	50	51	26
Southern California	95	69	70	63	43	82	93	93	86	84
Southern Illinois	18	24	25	28	28	70	26	38	57	36
Stanford	28	11	20	15	16	38	43	50	18	10
SUNY - Albany	13	25	50	55	57	30	39	38	51	54
SUNY - Buffalo	31	37	40	66	66	10	34	37	56	61
SUNY - Stony Brook	14	19	32	55	74	10	43	59	38	61
Syracuse	75	79	82	91	92	51	59	75	83	79
Temple	60	44	38	31	33	36	63	79	86	61
Tennessee	70	84	70	71	81	39	55	35	38	44
Texas	23	30	35	55	64	3	9	21	24	26
Texas A & M	39	29	58	55	74	69	72	68	82	79
Toronto	18	13	7	10	8	39	25	20	16	17
Tulane	86	94	94	93	93	86	89	79	86	82
Utah	81	77	89	77	70	61	80	89	75	61
Virginia	72	80	75	84	81	59	59	75	73	59
Virginia Polytechnic	**	45	64	62	61	**	26	23	26	26
Washington	24	53	54	49	54	51	32	35	38	44
Washington State	62	53	56	37	48	36	19	23	18	26
Washington Univ., Mo.	49	56	74	74	81	61	80	79	75	85
Wayne State	17	18	16	20	23	27	37	32	31	39
Western Ontario	**	83	50	34	25	**	43	30	25	23
Wisconsin	47	60	72	69	61	10	13	17	15	8
Yale	40	38	32	37	34	39	43	29	29	40

* - Revised based on figures reported 8/78.
** - Institution not an ARL member during this period.
N/A - Figures not available

DESIRABLE PROFESSIONAL SALARIES

RANK ORDER TABLES 1977-78

GP.	RANK	INSTITUTION	SALARY	GP.	RANK	INSTITUTION	SALARY
	1	Howard	$16,802		50	Georgia	$10,920
	2	British Columbia	14,500		51	Johns Hopkins	10,810
	3	McGill	14,000		51	Houston	10,800
	4	Alberta	13,635		51	South Carolina	10,800
	5	Calif., Los Angeles	13,536		51	SUNY-Albany	10,800
	6	Minnesota	13,104		55	Massachusetts	10,700
	7	New York	13,000		56	SUNY-Buffalo	10,550
	8	Calif., Berkeley	12,924		57	Brigham Young	10,500
	8	Calif., Davis	12,924		57	Case Western	10,500
	8	Calif., San Diego	12,924		57	Chicago	10,500
	8	Calif., Santa Barbara	12,924	2	57	Duke	10,500
	12	Oregon	12,680		57	Georgetown	10,500
	13	Hawaii	12,624		57	Indiana	10,500
	14	Rutgers	12,530		57	Kansas	10,500
	15	Wisconsin	12,375		57	Maryland	10,500
	16	Kent State	12,222		57	North Carolina	10,500
	16	Toronto	12,200		57	Purdue	10,500
	18	Colorado	12,000		57	Rochester	10,500
	18	McMaster	12,000		57	Southern Illinois	10,500
	18	Pennsylvania	12,000				
	18	Stanford	12,000		69	Ohio State	10,460
	18	Washington State	12,000		70	Pittsburgh	10,400
	23	Queen's	11,900		71	Illinois	10,320
1	24	Texas	11,743		71	Arizona State	10,300
	25	Western Ontario	11,530		73	Dartmouth	10,100
	26	Iowa	11,500		73	Virginia	10,080
	26	Virginia Polytechnic	11,500		75	Alabama	10,000
	28	Pennsylvania State	11,376	3	75	Boston	10,000
	29	Yale	11,350		75	Cornell	10,000
	30	Michigan State	11,250		75	Florida State	10,000
	31	Colorado State	11,200		75	Miami	10,000
	31	North Western	11,200		75	Utah	10,000
	31	Notre Dame	11,200		75	Washington, DC	10,000
	31	Wayne State	11,200				
	35	Harvard	11,150		82	Texas A & M	9,975
	36	Brown	11,100		83	Syracuse	9,800
	36	Michigan	11,100		84	Emory	9,750
	38	Washington	11,004		85	Oklahoma State	9,600
	38	Arizona	11,000	4	86	Kentucky	9,500
	38	Cincinnati	11,000		86	Oklahoma	9,500
	38	Columbia	11,000		86	Southern Calif.	9,500
	38	Connecticut	11,000		86	Tulane	9,500
	38	Iowa State	11,000		86	Temple	9,500
	38	MIT	11,000				
	38	Missouri	11,000		91	Florida	9,300
	38	Nebraska	11,000	5	92	Joint University	9,250
	38	Princeton	11,000		93	Louisiana State	9,000
	38	SUNY-Stony Brook	11,000				
	38	Tennessee	11,000	7	94	Rice	8,400

[illegible]

[illegible]

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
	1	[illegible]	[illegible]		46	[illegible]	[illegible]
	2	[illegible]	[illegible]		47	[illegible]	[illegible]
	3	[illegible]	[illegible]		48	[illegible]	[illegible]
	4	[illegible]	[illegible]		49	[illegible]	[illegible]
	5	[illegible]	[illegible]		50	[illegible]	[illegible]
	6	[illegible]	[illegible]		51	[illegible]	[illegible]
	7	[illegible]	[illegible]		52	[illegible]	[illegible]
	8	[illegible]	[illegible]		53	[illegible]	[illegible]
	9	[illegible]	[illegible]		54	[illegible]	[illegible]
	10	[illegible]	[illegible]		55	[illegible]	[illegible]
	11	[illegible]	[illegible]		56	[illegible]	[illegible]
	12	[illegible]	[illegible]		57	[illegible]	[illegible]
	12	[illegible]	[illegible]		58	[illegible]	[illegible]
	12	[illegible]	[illegible]		59	[illegible]	[illegible]
	12	[illegible]	[illegible]		60	[illegible]	[illegible]
	15	[illegible]	[illegible]		61	[illegible]	[illegible]
	17	[illegible]	[illegible]		62	[illegible]	[illegible]
	18	[illegible]	[illegible]		63	[illegible]	[illegible]
	18	[illegible]	[illegible]		64	[illegible]	[illegible]
	20	[illegible]	[illegible]		65	[illegible]	[illegible]
	20	[illegible]	[illegible]		66	[illegible]	[illegible]
	22	[illegible]	[illegible]				
	23	[illegible]	[illegible]		71	[illegible]	[illegible]
	23	[illegible]	[illegible]		72	[illegible]	[illegible]
	25	[illegible]	[illegible]		72	[illegible]	[illegible]
	25	[illegible]	[illegible]	2	72	[illegible]	[illegible]
	25	[illegible]	[illegible]		72	[illegible]	[illegible]
1	25	[illegible]	[illegible]		72	[illegible]	[illegible]
	25	[illegible]	[illegible]		72	[illegible]	[illegible]
	25	[illegible]	[illegible]		72	[illegible]	[illegible]
	25	[illegible]	[illegible]				
	25	[illegible]	[illegible]		79	[illegible]	[illegible]
	25	[illegible]	[illegible]		79	[illegible]	[illegible]
	25	[illegible]	[illegible]		79	[illegible]	[illegible]
	28	[illegible]	[illegible]		82	[illegible]	[illegible]
	28	[illegible]	[illegible]		82	[illegible]	[illegible]
	28	[illegible]	[illegible]	3	84	[illegible]	[illegible]
	28	[illegible]	[illegible]		85	[illegible]	[illegible]
	29	[illegible]	[illegible]		85	[illegible]	[illegible]
	30	[illegible]	[illegible]		85	[illegible]	[illegible]
	30	[illegible]	[illegible]		85	[illegible]	[illegible]
	30	[illegible]	[illegible]		85	[illegible]	[illegible]
	33	[illegible]	[illegible]		85	[illegible]	[illegible]
	34	[illegible]	[illegible]				
	34	[illegible]	[illegible]		91	[illegible]	[illegible]
	34	[illegible]	[illegible]	4	91	[illegible]	[illegible]
	34	[illegible]	[illegible]		92	[illegible]	[illegible]
	34	[illegible]	[illegible]				
	39	[illegible]	[illegible]	5	94	[illegible]	[illegible]

MEDIAN SALARIES IN UNIVERSITY LIBRARIES

RANK ORDER TABLES 1977-78

CF	RANK	INSTITUTION	SALARY
	1	British Columbia	[illegible]
	2	McGill	[illegible]
	3	Calif., Berkeley	[illegible]
	3	Calif., Davis	[illegible]
	3	Calif., Los Angeles	[illegible]
	3	Calif., Santa Barbara	[illegible]
	7	Alberta	[illegible]
	8	Calif., San Diego	[illegible]
	9	[illegible]	[illegible]
	10	Toronto	[illegible]
	11	Rutgers	[illegible]
	12	Pennsylvania State	[illegible]
	13	Kent State	[illegible]
	14	Hawaii	[illegible]
	15	Stanford	[illegible]
	16	McMaster	[illegible]
	17	New York	[illegible]
1	18	Colorado State	[illegible]
	19	Minnesota	[illegible]
	20	Wayne State	[illegible]
	21	Columbia	[illegible]
	22	Queen's	[illegible]
	23	Oregon	[illegible]
	24	Colorado	[illegible]
	25	Pennsylvania	[illegible]
	26	Ohio State	[illegible]
	27	Connecticut	[illegible]
	28	Southern Illinois	[illegible]
	29	Johns Hopkins	[illegible]
	30	Michigan	[illegible]
	31	MIT	[illegible]
	31	Temple	[illegible]
	33	Georgetown	[illegible]
	34	Iowa State	[illegible]
	35	Western Ontario	[illegible]
	36	Dartmouth	[illegible]
	37	Washington State	[illegible]
	37	Yale	[illegible]
	37	Cornell	[illegible]
	40	Princeton	[illegible]
	41	Harvard	[illegible]
	42	Massachusetts	[illegible]
	42	Miami	[illegible]
	44	Maryland	[illegible]
	45	Purdue	[illegible]
2	46	Arizona State	[illegible]
	47	Houston	[illegible]
	47	Cincinnati	[illegible]
	49	Washington	[illegible]

CF	RANK	INSTITUTION	SALARY
	50	Rice	[illegible]
	51	Duke	[illegible]
	51	Michigan State	[illegible]
	53	Missouri	[illegible]
2	54	Iowa	[illegible]
	55	Texas	[illegible]
	55	SUNY-Stony Brook	[illegible]
	55	Texas A & M	[illegible]
	55	SUNY-Albany	[illegible]
	59	Northwestern	[illegible]
	60	Arizona	[illegible]
	61	Illinois	[illegible]
	62	Virginia Polytechnic	[illegible]
	63	Southern Calif.	[illegible]
3	64	Louisiana State	[illegible]
	65	Pittsburgh	[illegible]
	66	Brigham Young	[illegible]
	66	Case Western Reserve	[illegible]
	66	SUNY-Buffalo	[illegible]
	66	Indiana	[illegible]
	66	Wisconsin	[illegible]
	71	Georgia	[illegible]
	71	Tennessee	[illegible]
	73	Chicago	[illegible]
	74	Oklahoma State	[illegible]
	75	Kansas	[illegible]
4	76	Wash. Univ., Mo.	[illegible]
	77	Notre Dame	[illegible]
	77	Rochester	[illegible]
	77	Utah	[illegible]
	80	North Carolina	[illegible]
	80	Nebraska	[illegible]
	82	Brown	[illegible]
	83	Florida State	[illegible]
	84	Virginia	[illegible]
5	85	Kentucky	[illegible]
	86	South Carolina	[illegible]
	86	Boston	[illegible]
	88	Alabama	[illegible]
	88	Emory	[illegible]
6	90	Florida	[illegible]
7	91	Syracuse	[illegible]
	92	Oklahoma	[illegible]
8	93	Tulane	[illegible]
	94	Howard University	[illegible]

MEDIAN SALARIES IN UNIVERSITY LIBRARIES

RANK ORDER TABLES 1978-79

GP	RANK	INSTITUTION	SALARY	GP	RANK	INSTITUTION	SALARY
	1	British Columbia	$24,606		51	Iowa	$16,150
	2	McGill	22,909		51	Louisiana State	16,129
	3	Calif., Davis	22,788		53	Brigham Young	16,050
	4	Alberta	22,480		54	Illinois	16,000
	5	Calif., Berkeley	21,276		54	Kentucky	16,000
	5	Calif., Los Angeles	21,276		54	Washington	15,996
	5	Calif., Santa Barbara	21,276		57	SUNY-Albany	15,922
	8	Toronto	20,120	1	58	Pittsburgh	15,888
	9	Rutgers	20,000		58	Duke	15,880
	10	Calif., San Diego	19,872		60	Northwestern	15,840
	11	Kent State	19,395		61	Virginia Polytechnic	15,800
	12	Howard	19,051		61	Wisconsin	15,800
	13	Pennsylvania State	18,984		63	Michigan State	15,725
	14	McMaster	18,828		64	Chicago	15,679
	15	Colorado	18,330		64	Texas	15,679
	16	Hawaii	18,300		66	Indiana	15,500
	16	Stanford	18,288		66	Rice	15,500
	16	Minnesota	18,271		66	Rochester	15,500
	19	Colorado State	18,200		66	SUNY-Buffalo	15,477
	19	New York	18,200				
	21	Queen's	18,100		70	South Carolina	15,345
	22	Columbia	17,750		70	Utah	15,345
	23	Wayne State	17,560		72	Houston	15,300
	24	Ohio State	17,400	2	72	Case Western Reserve	15,299
	25	Pennsylvania	17,350		74	Georgia	15,000
	25	Western Ontario	17,335		74	SUNY-Stony Brook	15,000
	27	Johns Hopkins	17,270		74	Texas A & M	15,000
1	28	Southern Illinois	17,172		74	Kansas	14,980
	29	Massachusetts	17,158		74	Brown	14,980
	30	Oregon	17,108				
	30	MIT	17,100				
	32	Missouri	16,901		79	Nebraska	14,900
	33	Temple	16,864		80	Oklahoma State	14,856
	34	Iowa State	16,700		81	Tennessee	14,820
	34	Purdue	16,700		81	Virginia	14,800
	34	Yale	16,700	3	81	Wash. Univ., Mo.	14,800
	37	Dartmouth	16,625		81	Notre Dame	14,796
	37	Michigan	16,620		85	Emory	14,650
	39	Cornell	16,575		86	North Carolina	14,600
	40	Harvard	16,529		87	Alabama	14,500
	41	Georgetown	16,500				
	41	Princeton	16,500		88	Florida State	14,411
	43	Cincinnati	16,344	4	89	Florida	14,200
	43	Southern California	16,321		89	Joint University	14,200
	45	Connecticut	16,278		91	Boston	14,100
	45	Miami	16,275				
	45	Arizona State	16,263	5	92	Syracuse	13,534
	48	Washington State	16,235				
	48	Arizona	16,226		93	Tulane	13,480
	50	Maryland	16,184	6	94	Oklahoma	13,340

SUPPLEMENTARY TABLES

Table		Page
1.	Number and Average Salaries of All ARL Librarians	24
2.	Number and Average Salaries of ARL Minority Librarians	25
3.	Distribution of Professional Staff by Salary and Position	26
4.	Distribution of Professional Staff by Sex and Position	27
5.	Average ARL Salaries by Type of Institution	28
6.	Average ARL Salaries by Size of Staff	28
7.	Average ARL Salaries by Region	29

NUMBER AND AVERAGE SALARIES OF ARL ACADEMIC LIBRARIANS, 1977-78

TABLE 1: ALL ARL ACADEMIC LIBRARIANS

POSITION	Number of Staff			Average Salaries		
	Total	Men	Women	Combined	Men	Women
1. Director	78	70	8	$ 38,707	$ 38,919	$ 36,859
2. Associate Director	92	73	19	30,352	30,554	29,577
3. Assistant Director	199	130	69	25,074	25,638	24,011
4. Medical/Law Head	92	55	37	30,120	31,049	28,739
5. Branch Head	520	200	320	18,878	20,273	18,007
6. Subject Specialist	728	354	374	17,128	17,765	16,525
7. Functional Specialist	254	144	110	18,738	19,595	17,615
8. Dept. Head: Reference	131	36	95	18,807	19,624	18,497
9. Cataloging	129	31	98	19,289	19,247	19,302
10. Acquisitions	108	52	56	18,274	19,142	17,469
11. Serials	74	20	54	17,770	17,030	18,044
12. Doc./Maps	75	27	48	17,508	17,305	17,622
13. Circulation	89	43	46	17,070	16,592	17,516
14. Spec.Clltn.	108	71	37	20,046	20,902	18,403
15. Other	290	114	176	17,995	19,007	17,339
16. Other: Over 15 yrs. exper.	558	162	396	17,586	18,393	17,257
17. 10 - 15 yrs. exper.	560	157	403	16,606	17,114	16,408
18. 5 - 9 yrs. exper.	885	257	628	15,106	15,481	14,952
19. Under 5 yrs. exper.	1,064	319	745	12,871	13,026	12,804
TOTAL	6,034	2,315	3,719			

Note: Tables 1-7 excludes salary information for Chicago, Harvard and Illinois, and all ARL non-university institutions.

TABLE 2: ARL MINORITY LIBRARIANS

POSITION	Number of Staff			Average Salaries		
	Total	Men	Women	Combined	Men	Women
1. Director	3	3	0	*	*	0
2. Associate Director	8	6	2	$ 30,881	$ 30,050	*
3. Assistant Director	8	1	7	25,590	*	*
4. Medical/Law Head	8	6	2	29,671	30,092	*
5. Branch Head	42	15	27	19,244	20,155	18,737
6. Subject Specialist	95	53	42	17,351	17,918	16,636
7. Functional Specialist	19	12	7	18,494	18,824	17,930
8. Dept. Head: Reference	7	1	6	21,530	*	*
9. Cataloging	13	1	12	20,023	*	*
10. Acquisitions	7	3	4	17,685	*	18,136
11. Serials	4	1	3	15,730	*	*
12. Doc./Maps	2	2	0	*	*	0
13. Circulation	4	1	3	15,593	*	*
14. Spec.Clltn.	6	2	4	18,282	*	18,850
15. Other	19	9	10	17,711	19,741	15,883
16. Other: Over 15 yrs. exper.	40	7	33	17,937	20,381	17,419
17. 10 - 15 yrs. exper.	60	15	45	16,098	16,355	16,012
18. 5 - 9 yrs. exper.	97	32	65	15,454	16,179	15,098
19. Under 5 yrs. exper.	73	17	56	13,413	13,168	13,488
TOTAL	515	187	328			

*Salary information not published for positions when fewer than 4 individuals are involved.

TABLE 3: DISTRIBUTION OF PROFESSIONAL STAFF BY SALARY AND POSITION, 1977-78

SALARY INTERVALS	Number of Staff									Percent at Each Level								
	Dir. (1)	Assoc. Dir. (2)	Asst. Dir. (3)	Med./ Law Hd. (4)	Branch Head (5)	Subj. Spec. (6)	Func. Spec. (7)	Dept. Head (8)	Other Prof. (9)	Dir. (1)	Assoc. Dir. (2)	Asst. Dir. (3)	Med./ Law Hd. (4)	Branch Head (5)	Subj. Spec. (6)	Func. Spec. (7)	Dept. Head (8)	Other Prof. (9)
01. $47,000 or more	5				1					6								
02. 46,000 - 46,999	2									3								
03. 45,000 - 45,999	4			1						5			1					
04. 44,000 - 44,999	4	1		1	1					5	1		1					
05. 43,000 - 43,999	1			1						1			1					
06. 42,000 - 42,999	6	2								8	2							
07. 41,000 - 41,999	6	1		1						8	1		1					
08. 40,000 - 40,999	4	2		1						5	2		1					
09. 39,000 - 39,999	7	1							1	9	1							
10. 38,000 - 38,999	7	3	1	4	2					9	3	1	4					
11. 37,000 - 37,999	4	3	2	2						5	3	1	2					
12. 36,000 - 36,999	6	5	2	8						8	5	1	9					
13. 35,000 - 35,999	2	1	1	2	1		2			3	1	1	2			1		
14. 34,000 - 34,999	7	3	2	3	1					9	3	1	3					
15. 33,000 - 33,999	2	2	2	6					1	3	2	1	7					
16. 32,000 - 32,999	4	6	6	5	3			2		5	6	3	5	1				
17. 31,000 - 31,999	2	7	6	8	1	1		3	1	3	7	3	9					
18. 30,000 - 30,999	3	10	7	8	1		3	2		4	11	4	9			1		
19. 29,000 - 29,999		5	9	4	2	2	1	8	1		5	5	4				1	
20. 28,000 - 28,999		5	12	2	2		3	7			5	6	2			1	1	
21. 27,000 - 27,999		10	17	5	7	3	3	9			11	9	5	1		1	1	
22. 26,000 - 26,999		3	13	7	14	13	8	19	4		3	7	8	3	2	3	2	
23. 25,000 - 25,999		4	18	6	13	9	8	20	3		4	9	7	3	1	3	2	
24. 24,000 - 24,999		9	18	4	14	15	8	25	31		10	9	4	3	2	3	2	1
25. 23,000 - 23,999	1	3	14	4	13	17	10	27	16	1	3	7	4	3	2	4	3	1
26. 22,000 - 22,999		5	15	1	33	24	14	39	43		5	8	1	6	3	6	4	1
27. 21,000 - 21,999	1	1	16	2	40	35	23	65	93	1	1	8	2	8	5	9	6	3
28. 20,000 - 20,999			17	1	34	40	13	77	61			9	1	7	5	5	8	2
29. 19,000 - 19,999			6		32	45	13	90	151			3		6	6	5	9	5
30. 18,000 - 18,999			6	2	46	52	20	104	139			3	2	9	7	8	10	5
31. 17,000 - 17,999			2		71	65	23	102	153			1		14	9	9	10	5
32. 16,000 - 16,999			3		45	85	20	121	251			2		9	12	8	12	8
33. 15,000 - 15,999			1	2	40	93	20	103	356			1	2	8	13	8	10	12
34. 14,000 - 14,999			1	1	48	81	22	75	456			1	1	9	11	9	7	15
35. 13,000 - 13,999			2		33	61	17	55	424			1		6	8	7	5	14
36. 12,000 - 12,999					14	50	10	30	421					3	7	4	3	14
37. 11,000 - 11,999					4	32	9	15	280					1	4	4	1	9
38. 10,000 - 10,999					3	4	4	5	151					1	1	2		5
39. 9,000 - 9,999					1	1		1	25									1
40. 8,000 - 8,999																		
41. TOTAL	80	94	199	92	520	728	253	1004	3066	100	100	100	100	100	100	100	100	100

TABLE 4: DISTRIBUTION OF PROFESSIONAL STAFF BY SEX AND POSITION, 1977-78

SALARY INTERVALS	MEN ONLY									WOMEN ONLY								
	Dir. (1)	Assoc. Dir. (2)	Asst. Dir. (3)	Med./ Law Hd. (4)	Branch Head (5)	Subj. Spec. (6)	Func. Spec. (7)	Dept. Head (8)	Other Prof. (9)	Dir. (1)	Assoc. Dir. (2)	Asst. Dir. (3)	Med./ Law Hd. (4)	Branch Head (5)	Subj. Spec. (6)	Func. Spec. (7)	Dept. Head (8)	Other Prof. (9)
01. $47,000 or more	4				1					1								
02. 46,000 - 46,999	2																	
03. 45,000 - 45,999	4			1														
04. 44,000 - 44,999	4	1			1								1					
05. 43,000 - 43,999	1			1														
06. 42,000 - 42,999	6	2																
07. 41,000 - 41,999	6			1							1							
08. 40,000 - 40,999	4	2		1														
09. 39,000 - 39,999	5	1							1	2								
10. 38,000 - 38,999	6	3	1	3	2					1			1					
11. 37,000 - 37,999	4	3	2	1									1					
12. 36,000 - 36,999	4	3	2	5						2	2		3					
13. 35,000 - 35,999	1		1	1			2			1	1		1	1				
14. 34,000 - 34,999	7	3	1	1								1	2	1				
15. 33,000 - 33,999	2	1	1	6					1		1	1						
16. 32,000 - 32,999	4	6	5	3	1			2				1	2	2				
17. 31,000 - 31,999	2	5	3	3	1	1		3	1		2	3	5					
18. 30,000 - 30,999	3	7	7	6	1		2	2			3		2			1		
19. 29,000 - 29,999		4	6	3	2	2	1	2			1	3	1				6	1
20. 28,000 - 28,999		5	8	1			3	6				4	1	2			1	
21. 27,000 - 27,999		10	10	2	5	3	1	5				7	3	2		2	4	
22. 26,000 - 26,999		1	12	6	9	9	5	11	1		2	1	1	5	4	3	8	3
23. 25,000 - 25,999		3	13	3	8	4	6	8	4		1	5	3	5	5	2	12	4
24. 24,000 - 24,999		6	14	3	5	9	3	13	15		3	4	1	9	6	5	12	16
25. 23,000 - 23,999	1	3	8		6	11	9	12	5			6	4	7	6	1	15	11
26. 22,000 - 22,999		4	7	1	16	18	10	16	20		1	8		17	6	4	23	23
27. 21,000 - 21,999			6	1	21	21	15	23	31	1	1	10	1	19	14	8	42	62
28. 20,000 - 20,999			10	1	17	24	5	37	22			7		17	16	8	40	39
29. 19,000 - 19,999			4		15	24	8	37	49			2		17	21	5	53	102
30. 18,000 - 18,999			4	1	22	29	15	36	50			2	1	24	23	5	68	89
31. 17,000 - 17,999			1		17	29	14	37	50			1		54	36	9	65	103
32. 16,000 - 16,999			2		15	31	13	46	79			1		30	54	7	75	172
33. 15,000 - 15,999			1		10	39	7	35	81				2	30	54	13	68	275
34. 14,000 - 14,999					11	31	8	26	125			1	1	37	50	14	49	331
35. 13,000 - 13,999			1		6	32	8	25	98			1		27	29	9	30	326
36. 12,000 - 12,999					4	24	6	9	128					10	26	4	21	293
37. 11,000 - 11,999					2	9	2	2	88					2	23	7	13	192
38. 10,000 - 10,999					2	3	1		39					1	1	3	5	112
39. 9,000 - 9,999						1		1	7					1				18
40. 8,000 - 8,999																		
41. TOTAL	71	74	130	55	200	354	144	394	895	9	20	69	37	320	374	109	610	2171

TABLE 5: AVERAGE SALARIES BY TYPE OF INSTITUTION

POSITION	ALL COMBINED (91)		PUBLIC (54)		PRIVATE (36)	
	No.	Average Salary	No.	Average Salary	No.	Average Salary
1. Director	78	$ 38,707	47	$ 37,896	25	$ 38,707
2. Associate Director	92	30,352	51	29,662	31	29,301
3. Assistant Director	199	25,074	104	24,131	73	24,858
4. Medical/Law Head	92	30,120	45	29,129	37	31,584
5. Branch Head	520	18,818	338	18,424	172	18,676
6. Subject Specialist	728	17,128	468	17,022	258	16,268
7. Functional Specialist	254	18,738	123	19,179	101	17,396
8. Dept. Head: Reference	131	18,807	68	19,248	53	17,474
9. Cataloging	129	19,289	65	19,222	55	18,408
10. Acquisitions	108	18,274	57	18,734	44	17,158
11. Serials	74	17,770	39	18,487	30	16,586
12. Doc./Maps	75	17,508	48	17,849	21	15,279
13. Circulation	89	17,070	46	17,057	36	15,958
14. Spec.Clltn.	108	20,046	54	21,150	47	18,505
15. Other	290	17,995	182	17,853	114	17,186
16. Other:Over 15 yrs. exper.	558	17,586	387	18,329	183	16,110
17. 10 - 15 yrs. exper.	560	16,606	349	16,696	158	15,320
18. 5 - 9 yrs. exper.	885	15,106	574	15,105	233	14,209
19. Under 5 yrs. exper.	1,064	12,871	679	12,784	331	12,669

TABLE 6: AVERAGE SALARIES BY SIZE OF STAFF

POSITION	Staff Over 125 (4)		Staff 75 - 125 (21)		Staff 50 - 74 (37)		Staff 1-49 (2	
	No.	Salary	No.	Salary	No.	Salary	No.	Salary
1. Director	3	*	14	$ 43,222	33	$ 38,579	28	$ 35,80
2. Associate Director	7	$ 31,628	30	33,529	35	29,492	19	28,53
3. Assistant Director	13	29,646	51	28,090	81	23,782	54	23,08
4. Medical/Law Head	7	33,300	24	33,218	41	28,707	20	28,08
5. Branch Head	52	20,574	252	19,480	152	18,174	64	16,80
6. Subject Specialist	41	19,405	324	18,174	262	16,185	101	15,29
7. Functional Specialist	25	19,204	107	20,128	76	17,807	46	18,11
8. Dept. Head: Reference	6	19,625	32	21,047	53	18,832	40	16,85
9. Cataloging	6	17,773	30	20,191	50	19,232	34	18,60
10. Acquisitions	6	20,875	31	18,529	40	18,265	31	17,12
11. Serials	4	20,744	21	18,155	27	17,543	22	17,14
12. Doc./Maps	5	21,022	17	19,211	29	16,829	24	16,27
13. Circulation	3	*	28	18,520	31	16,801	27	15,73
14. Spec.Clltn.	6	21,747	27	20,554	43	20,182	32	19,11
15. Other	9	16,799	92	19,571	117	17,522	72	16,89
16. Other: Over 15 yrs. experience	80	18,315	199	18,807	185	16,721	94	16,08
17. 10 - 15 yrs. exper.	96	16,465	180	17,568	191	16,240	83	15,40
18. 5 - 9 yrs. exper.	101	14,943	305	15,854	319	14,930	160	14,11
19. Under 5 yrs. exper.	145	13,830	309	13,448	414	12,422	196	12,19

* Salary information not published when fewer than 4 individuals are involved.
( ) Number of ARL libraries included.

TABLE 7: AVERAGE SALARIES BY REGION

POSITION	NORTHEAST		NORTH CENTRAL		SOUTH			WEST	
	New England	Middle Atlantic	East N. Central	West N. Central	East S. Central	West S. Central	South Atlantic	Mountain	Pacific
1. Director	$8,600	$1,007	$9,150	$9,710	$9,429	$9,991	$9,449	$9,930	$1,489
2. Associate Director	27,826	21,791	23,120	23,191	20,116	21,816	20,699	27,000	23,391
3. Assistant Director	22,997	20,763	20,270	21,123	19,527	20,107	22,239	22,227	27,913
4. Medical/Law Head	29,500	24,227	23,210	27,217	23,268	23,897	23,762	*	24,821
5. Branch Head	21,500	19,159	19,323	19,270	19,451	19,158	19,917	17,020	20,240
6. Subject Specialist	19,159	19,950	17,250	19,169	19,259	19,259	19,291	19,227	19,790
7. Functional Specialist	19,327	17,230	19,259	21,829	17,291	21,113	17,932	19,999	19,917
8. Dept. Head: Reference	19,963	19,951	17,009	19,152	17,995	17,119	17,959	19,945	21,592
9. Cataloging	19,199	17,799	19,919	17,220	17,199	19,203	19,826	19,713	22,721
10. Acquisitions	19,199	19,739	19,999	19,119	*	19,993	17,827	19,749	23,119
11. Serials	17,959	19,917	19,297	19,995	*	19,259	17,399	19,992	21,599
12. Doc./Maps	19,999	19,859	19,599	19,271	*	19,779	19,927	17,599	21,199
13. Circulation	19,997	19,999	17,979	19,949	19,239	19,749	19,919	19,937	19,927
14. Spec.Clins.	21,537	19,229	19,249	19,599	19,759	19,499	19,299	23,951	23,397
15. Other	19,599	17,199	17,199	17,999	19,913	19,229	17,799	17,599	22,499
16. Other: Over 15 yrs. experience	19,252	17,991	17,919	19,919	19,229	19,979	19,939	17,993	23,119
17. 10 - 15 yrs. exper.	19,259	19,729	19,939	19,199	19,729	19,593	19,279	19,329	19,979
18. 5 - 9 yrs. exper.	19,959	19,399	19,599	19,939	19,599	19,192	19,293	19,219	19,599
19. Under 5 yrs. exper.	13,939	12,779	13,599	19,993	19,599	12,131	19,339	12,993	19,993

REGION	#1	ARL ACADEMIC LIBRARIES	STATES INCLUDED
NORTHEAST			
1. New England	9	Boston; Brown; Conn.; Dartmouth; Harvard; MIT; Yale Massachusetts	Conn., Mass., Me., N.H., R.I., Vt.
2. Middle Atlantic	19	Columbia; Cornell; NYU; Pa.; Pa. State; Pittsburgh; Princeton; Rochester; Rutgers; SUNY: Albany, Buffalo, Stony Brook; Syracuse; Temple;	N.J., N.Y., Pa.
NORTH CENTRAL			
3. East North Central	15	Case Western; Chicago; Cincinnati; Indiana; Ill.; Kent State; Mich.; Mich. State; N. Dame; Northwestern; Ohio State; Purdue; S. Ill.; Wayne State; Wisconsin	Ill., Ind., Mich., Ohio, Wisc.
4. West North Central	7	Iowa; Iowa State; Kansas; Minnesota; Missouri, Nebraska; Wash. U., Mo.;	Iowa, Kan., Minn., Mo., Neb., N. Dak., S. Dak.
SOUTH			
5. East South Central	4	Alabama; Kentucky; Ill. Univ.; Tennessee	Ala., Ky., Miss., Tenn.
6. West South Central	8	Houston; La. State; Oklahoma; Okla. State; Rice; Texas; Texas A&M; Tulane;	Ark., La., Okla., Texas
7. South Atlantic	14	Duke; Emory; Florida; Fla. State; Georgia; Georgetown; Howard; Johns Hopkins; Md.; Miami; N.C.; S.C.; Va.; WM;	Del., D.C., Fla., Ga., Md., N.C., S.C., Va., W. Va.
WEST			
8. Mountain	6	Arizona; Arizona State; Colorado; Colorado State; Brigham Young; Utah	Ariz., Colo., Idaho, Mont., Nev., N. Mex., Utah, Wyo.
9. Pacific	11	U. of Calif.: Berkeley, Davis, Los Angeles, San Diego, Santa Barbara; Hawaii; Oregon; Southern Calif.; Stanford; Washington; Washington State;	Alaska, Cal., Hawaii, Oregon, Wash.

* = Salary information not published when fewer than 4 individuals are included.
#1 = Number of ARL libraries in each region.

FOOTNOTES

ALABAMA	The figures for medical librarians do not include the University of Alabama Medical School, Birmingham. They do include the College of Community Health Sciences Librarians located on the Tuscaloosa campus.
ALBERTA	Excludes Extension, Boreal Institute, St. Joseph's College, College Universitaire St. Jean.
BOSTON PUBLIC	Boston Public Library reply includes Main Library and Branch Libraries personnel.
BRITISH COLUMBIA	All information about 1978/79 salaries is tentative.
BROWN	Excludes John Carter Brown Library.
CALIFORNIA, BERKELEY	Excludes Giannini Foundation of Agricultural Economics Research Library, Governmental Studies Library, Industrial Relations Library, Institute of International Studies Library, Transportation Engineering Library, Water Resources Archives, Lawrence Hall of Science Library, Donner Laboratory Library, Earthquake Engineering Library and the Chicano Studies and Chinese Studies Libraries.
CORNELL	Excludes Medical Library in New York City.
GEORGETOWN	Excludes Kennedy Center for Bioethics Library and Center for Population Research Library.
GEORGIA	Law library salaries are included 1977/78; not included for 1978/79 (Law Library became independent July 1, 1978).
HAWAII	Excludes departmental collections not under jurisdiction of UH Library: Hawaii Institute of Geophysics, Industrial Relations Center, Public Health Reading Room. 0.66 FTE librarians assigned to the University Library who are funded from either non-library federal grants or university accounts are excluded from this report. Salaries of the staff in the libraries of the various teaching hospitals and the Medical Library of Hawaii, Inc., which are used by the University, are not included.
HOWARD	Excludes selected departmental and Research Institute Libraries.

[illegible]	Excludes University of Illinois Library at Chicago Circle Campus.
[illegible]	Salaries do not change annually per fiscal year. No data available for 1977-78.
[illegible]	Excludes Welch Medical Library, School of Advanced International Studies, School of Hygiene and Public Health, and Applied Physics Laboratory Libraries.
[illegible]	Excludes libraries in Alexandria, Shreveport, Baton and New Orleans, Medical Centers in Shreveport and New Orleans.
[illegible]	Excludes College of Library and Information Services.
[illegible]	Excludes Dearborn Campus Library, Flint College Library, Business Administration Library, Clements Library, and Michigan Historical Collections.
[illegible]	Excludes libraries on St. Louis, Kansas City and Rolla campuses.
[illegible] LIBRARY	Excludes USDA Agency Field Libraries.
[illegible] LIBRARY OF [illegible]	Figures include Library Operations personnel only.
[illegible]	Includes Dental Library salaries and salaries for 11 project positions funded by grants.
[illegible]	Excludes Regional Campus and Agriculture Technical Institute libraries.
[illegible]	Excludes North Central, Calumet, and Ft. Wayne campuses.
[illegible]	Excludes Industrial Relations Centre Library.
[illegible]	Salaries included are for Olver Camp.: (Main) Libraries, Sibley Music Library and Edward C. Kiser Library (Medical).
[illegible]	Excludes National Collection of Fine Arts/National Portrait Gallery Library; Freer Gallery of Art Library; Hirshhorn Museum and Sculpture Garden Library. 1978/79 salaries based on present pay scale; pay increase due 10/1/78 is expected to be approximately 5.5% across the board.

[illegible] [illegible]

Excludes Science Technology Center Library, Research Library of Biology and Oceanography, and Safety and Systems Management Library.

[illegible] [illegible]

Excludes Center for Young Learner, Papers of Elmore R. Grant, Construction Design Faculty of Learning Resources Services. Excludes Library Offices in Administration, Library Services (Basic Library), Library Reference Project, Special Collections, Learning Resources Service (Director and Assistant Director for Media Services only).

[illegible] = [illegible]

Includes salaries for Academic Campus.

[illegible] = [illegible]

Excludes salaries of the Law Librarian and Music Librarian since they are not supported by the University Libraries budget, but hold professional positions in their related departments.

[illegible]

Head Law Librarian's salary not included.

[illegible]

Salaries used in this survey were as of June 30, 1978 and September 1, 1978, as which time the 1978/79 salaries go into effect, pending subsequent approval of recent negotiation with AAUP. Librarians in the bargaining unit will receive an additional increase of 1% as of June 30 salaries on January 1, 1979.

[illegible]

Excludes Submillimeter Research Center Library.

[illegible] [illegible]

Excludes Moody College.

[illegible]

Excludes Law, Music, Education, Geology, Physics, Chemistry, and Fine Art Libraries.

[illegible]

Includes Business Administration Library.

[illegible]

Excludes Library of Floyd Valley College, a branch of the University of Virginia located in Blue, Virginia.

[illegible] [illegible]

Excludes Doctor Success Collection, Southern Virginia Graduate Center, Fulton Project, a collective which is administered by the VPI & SU Extension Division.

[illegible] [illegible]

1978-79 figures estimated. Pay contract will probably not be completed until Fall 1978.

[illegible]

Excludes British Art Center.